

Message Text

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ACTION EUR-12

INFO OCT-01 ISO-00 SP-02 MMO-01 PER-01 CU-02 INR-07
/026 W

-----221858Z 041835 /47

R 221314Z MAR 77
FM AMEMBASSY SOFIA
TO SECSTATE WASHDC 2612

C O N F I D E N T I A L SECTION 1 OF 2 SOFIA 0616

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E.O. 11652: GDS
TAGS: PFOR, AMGT, BU
SUBJECT: PARA - ANNUAL POLICY AND RESOURCES ASSESSMENT - PART
II & III

REFS: A) CERP 0001; B) SOFIA A-5, JAN 31, 1977; C) STATE 038356;
D) STATE 047671; E) STATE 041169; F) STATE 038338;
G) STATE 058858 (RC); H) SOFIA 054; I) STATE 043897;
J) SOFIA 1483 (RC)

PART II - RESOURCE ASSESSMENT

1. INCLUDING MARINE SECURITY GUARD, 26 AMERICANS ARE PRESENTLY ASSIGNED TO THIS EMBASSY AND, IN ADDITION, AGATTACHE ATHENS IS ALSO ACCREDITED HERE AND VISITS APPROXIMATELY THREE TIMES A YEAR. CURRENT OFFICER BREAK-DOWN IS AS FOLLOWS: AMBASSADOR, DCM, POLITICAL-ECONOMIC OFFICER, ECONOMIC-COMMERCIAL OFFICER, CONSUL, PRESS & CULTURE OFFICER, ADMIN OFFICER, GSO AND TWO MILITARY ATTACHES. THERE ARE ALSO THREE FULL-TIME AMERICAN SECRETARIES, C&R SUPERVISOR, TWO TCU PERSONNEL, TWO NCO'S PLUS ONE WORKING WIFE IN DAO, AND ONE AMERICAN WHO WORKS HALF-TIME AS POLEC SECRETARY AND HALF-TIME IN C&R.

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2. ABOVE OFFICER COMPLEMENT, WHICH HAD REMAINED STATIS FOR MANY YEARS, HAD BECOME QUITE INADEQUATE TO HANDLE EMBASSY WORKLOAD. AFTER CONSIDERABLE CORRESPONDENCE AND STUDY OF THIS QUESTION, DEPT, IN REF I, RECOGNITION INADEQUACY AND AUTHORIZED CREATION OF ADDITIONAL SLOT IN COMBINED POLITICAL-ECONOMICAL/COMMERCIAL SECTION. DEPT IS NOW SEEKING TO IDENTIFY FSO-5 CONSULAR OFFICER TO BE PUT IN BULGARIAN LANGUAGE

TRAINING FOR ASSIGNMENT HERE. AFTER HIS ARRIVAL, PRESENT CONSUL WILL LATERAL INTO POLITICAL-ECONOMIC-COMMERCIAL SECTION AND ASSUME ECONOMIC-COMMERCIAL DUTIES. HE WILL ALSO BE AVAILABLE TO LEND A HAND IN CONSULAR SECTION AS NECESSARY. AS DEPT AWARE, THIS MODEST INCREASE WAS MADE NECESSARY BY ENORMOUS EXPANSION OF CONSULAR WORKLOAD (INCLUDING MANY HOURS DEVOTED TO REPRESENTATIONS AT MFA) DUE TO DIVIDED FAMILIES ISSUE; AND TWENTY-FOLD INCREASE IN US-GOB TRADE SINCE RE-CREATION OF ECONOMIC-COMMERCIAL OFFICER POSITION, WITH CONCOMMITANT INCREASE IN NUMBER OF AMERICAN BUSINESS VISITORS SERVICED BY EMBASSY.

3. COURSES OF ACTION RECOMMENDED REF J WILL REQUIRE ADDITIONAL EXPENDITURE OF FUNDS BY STATE, COMMERCE AND USIA, AS INDICATED BELOW:

-- STATE: IN CONNECTION WITH PAPAZOV AND ZHIVKOVA VISITS.

-- STATE/FBO: FUNDING OF CHANCERY SITE PURCHASE AND GUIDING CONSTRUCTION; PURCHASE OF DCM RESIDENCE.

-- STATE-CU: FUNDING NEW PROJECTS UNDER THE ALREADY NEGOTIATED PROGRAM DOCUMENT.

-- COMMERCE: PLOVDIV FAIR, TECHNICAL SALES SEMINARS, ASSISTANCE TO BUSEC, UPGRADING OF FSLE SKILLS.

-- USIA: FUNDING CULTURAL EXHIBITIONS AND CERTAIN CONFIDENTIAL

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OTHER PROJECTS UNDER PROGRAM DOCUMENT.

WITH EXCEPTION OF FBO PROGRAMS, HOWEVER, ALL OF THESE FUNDING INCREASES WILL BE RELATIVELY MODEST.

4. OTHER AGENCY PROGRAMS. EMBASSY CONSIDERS THAT OTHER AGENCIES PROGRAMS CONTRIBUTE APPROPRIATELY AND EFFECTIVELY TO OBJECTIVES AND COURSES OF ACTION OF PART ONE. WE EXAMINED OTHER AGENCY STAFFING IN LAST YEAR'S MODE STUDY (REF J), AND CONCLUDED ONE SECRETARIAL POSITION IN THE DEFS ATTACHE OFFICE PROBABLY WAS DISPENSIBLE. THAT POSITION HAS NOW BEEN ABOLISHED, WITH EFFECT FROM THE END OF THE CURRENT FISCAL YEAR. COMMENTS ON FUNDING CONTAINED PARA THREE ABOVE. WE BELIEVE THAT IF GOB GIVES FULL EFFECT TO CULTURAL AGREEMENT AND PROGRAM DOCUMENT, PRESS AND CULTURE OFFICER WILL NEED EXTRA ASSISTANCE AND THAT IT WOULD BE APPROPRIATE NOW FOR US TO IDENTIFY A JUNIOR OFFICER (POSSIBLY A TRAINEE) FOR ASSIGNMENT HERE FOLLOWING TEN MONTHS LANGUAGE TRAINING, IN ORDER TO TAKE ADVANTAGE OF INCREASED OPPORTUNITIES IN

THE CULTURAL FIELD AND IN SUPPORT OF COURSES OF ACTION IN
REF H, PART IIC.

PART III - STATE PERSONNEL RECOMMENDATIONS

5. REPROGRAMMING. AS DEPT IS AWARE, AND IS POINTED OUT IN
JUST COMPLETED INSPECTION REPORT, PRESENT STAFFING PATTERN
--PARTICULARLY WITH REGARD TO FSLE COMPLEMENT -- IS BARE BONES
AND REPROGRAMMING BEYOND THAT ALREADY UNDERTAKEN BY POST
(E.G. TRANSFERRING ONE FSLE FROM HALF-TIME CONSULAR, HALF-
TIME ADMIN TO FULL-TIME CONSULAR) SIMPLY IS NOT POSSIBLE
FOR US.

6. INCREASE/DECREASE. EMBASSY IS LOCATED IN OLD AND
OFKLNG BUILDING WHICH REQUIRES CONTINUAL REPAIR TO BE KEPT
OPERATIONAL. EMBASSY PERSONNEL ARE HOUSED IN QUARTERS
WHICH, WHILE RELATIVELY NEW FOR THE MOST PART, ARE FINISHED
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WITH THE SHODDINESS CHARACTERISTIC OF EASTERN EUROPE AND
THEREFORE ALSO REQUIRE CONSTANT REPAIR. DOUBTLESS WE ARE

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-----221855Z 041820 /47

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FM AMEMBASSY SOFIA
TO SECSTATE WASHDC 2613

C O N F I D E N T I A L SECTION 2 OF 2 SOFIA 0616

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NOT UNIQUE IN THIS, EITHER IN EE OR WORLD TERMS., BUT GIVEN
EXTREME ISOLATION AND DIFFICULTIES OF THE SOFIA ENVIRONMENT,
ABILITY TO MAKE RAPID REPAIRS (ELECTRICAL, PLUMBING,
MECHANICAL, ETC.) IS EXTREMELY IMPORTANT AS MORALE FACTOR

AS WELL AS IN TERMS OF ORDERLY OPERATION.

7. THOSE REPAIRS WE CANNOT MAKE WITH OUT OWN STAFF MUST BE REQUESTED OF BUREAU FOR SERVICE TO DIPLOMATIC CORPS, A HIGHLY BUREAUCRATIC, SLOW-MOVING AND HIGH-PRICED ORGANIZATION. NO PRIVATE REPAIR SERVICES EXIST IN BULGARIA WHICH ARE AVAILABLE TO US.

8. METHOD WHICH HAS BEEN USED IN PAST TO DEAL WITH THIS SITUATION DOUBTLESS IS FAR FROM UNIQUE: EMBASSY FORMED ITS OWN MAINTENANCE CREW AND, BECAUSE IT LACKED FSLE SLOTS, SET THEM DOWN ON PAPER AS A "COMPANY" AND HIRED THEM UNDER "NON-PERSONAL SERVICES" CONTRACT. SLOW ACCRETION OVERTIME HAS LED TO PRESENT SITUATION IN WHICH WE HAVE FOLLOWING UNDER THIS CONTRACT: USIS WIRELESS FILE OPERATOR; ELECTRICIAN; PAINTER-MECHANIC; UPHOLSTERER-SEAMSTRESS; AND GENERAL SERVICES ASSISTANT. TOTAL, FIVE INDIVIDUALS. DURING FEBRUARY 1977, INSPECTION, INSPECTION TEAM VIEWED SITUATION AS ONE OF DUBIOUS LEGALITY AND ITS FORTHCOMING REPORT WILL RECOMMEND THAT EMBASSY FESS UP AND REQUEST FSLE SLOTS FROM DEPT. CONFIDENTIAL

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9. PAO WILL REQUEST SLOT FOR WIRELESS FILE OPERATOR FROM USIA. WE PRESENT HERE JUSTIFICATION FOR THE OTHER FOUR POSITIONS.

A. GENERAL SERVICES ASSISTANT: INSPECTORS WILL RECOMMEND THAT UNCLASSIFIED MAIL DISTRIBUTION BE REMOVED FROM C&R FUNCTION AND TRANSFERRED TO GENERAL SERVICES. SIMILARLY WILL RECOMMEND THAT UNCLASSIFIED TELEX BE TRANSFERRED FROM C&4 TO GS. EMBASSY AGREES IN PRINCIPLE THAT THESE TASKS CAN AND SHOULD BE SWITCHED FROM AN AMERICAN TO A LOCAL EMPLOYEE -- BUT WE THEN NEED TO HAVE LOCAL EMPLOYEE TO WHOM THEY CAN BE TRANSFERRED. IF FSLE SLOT ALLOCATED, GS ASSISTANT WILL TAKE THEM ON IN ADDITION TO PRESENT DUTIES WHICH INCLUDE RESPONSIBILITY FOR PROPERTY INVENTORY CONTROL SYSTEM, PROCESSING WORK ORDER REQUESTS, PREPARATION OF PURCHASE ORDERS, ETC.

B. ELECTRICIAN AND PAINTER-MECHANIC: THESE TWO POSITIONS MUST BE CONSIDERED VITALLY NECESSARY TO PROPER EMBASSY FUNCTIONING AND, AS POINTED OUT PARA 7 ABOVE, TO POST MORALE. AS EXAMPLE OF WHAT WOULD OTHERWISE CONFRONT US, WE CITE RECENT EXAMPLE OF HAVING TO WAIT SIX MONTHS FOR BUREAU FOR SERVICE TO DIPLOMATIC CORPS TO SEND PLUMBER TO MAKE REPAIRS (TOO EXTENSIVE FOR OUR OWN CREW) IN ONE STAFF APARTMENT.

C. UPHOLSTERER-SEAMSTRESS: AN ODD-SOUNDING POSITION

FOR AN EMBASSY, BUT WITH AVERAGE TURNOVER OF SIX AMERICAN EMPLOYEES ANNUALLY, INCUMBENT IS OCCUPIED FULL-TIME WITH PRODUCING CURTAINS AND SLIP-COVERS, AND DOING MINOR UPHOLSTERY. LOCAL CONDITIONS BEING WHAT THEY ARE, IF WE DID NOT HAVE THIS EMPLOYEE'S SERVICES WE WOULD HAVE TO PROCURE SIMILAR SERVICES IN GREECE AT VERY MUCH HIGHER COST AND CONSIDERABLE DELAY.

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10. IDENTIFICATION OF LOW PRIORITY POSITIONS. NOT REQUIRED AT THIS POST WITH LESS THAN 12 DIRECT STATE AMERICAN POSITIONS.

11. MISSION STAFFING CHART.

CURRENT FY 77

AGENCY/FUNCTION	AMERICAN OFFICERS	AMERICAN STAFF	AMERICAN PROFESSIONAL	FSL STAFF	FSL
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STATE

EXECUTIVE	2	2	-	3	
POLITICAL	1	1	1 (POL OFFICER)	-	
ECON/COMMERCIAL		2 (#)	-	1	-
		(ECON ASS'T)			
ADMIN - CORE	2	-	3 (2B&F; 11		
		1 ADM ASS'T)			
ADMIN - DAS	-	-	2 (GSL ASS'TS)	1	
COMMUNICATIONS	-	3	-	-	
CONSULAR	1	-	2 (CONS ASS'TS)	-	
TOTAL STATE	8	6	9	15	

MSG'S - 6

OTHER AGENCIES

USIA	1	1	-	3
DIA	4	1	-	2

(#) - SLOT CREATED, NOT YET FILLED.

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PROJECTED FY 79

STATE

EXECUTIVE	2	2	-	3
POLITICAL	1	1	1 (POL	-
			ASST)	
ECON/COMMERCIAL	2	-	1	1
			(ECON ASS'T)	
ADMIN - CORE	2	-	4 (2B&F;	14
			1 ADM ASS'T;	
ADMIN - DAS	1	-	W	1
			(GSO ASS'T)	
COMMUNICATIONS	-	3	-	-
CONSULAR	1	-	2 (CONS	1
			ASS'TS)	
TOTAL STATE	8	6	10	19

MSG'S - 6
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